

## **2023 Pastoral Compensation Minimums Presbytery of Milwaukee**

**The minimum effective salary for all Ministers of the Word and Sacrament serving in the Milwaukee Presbytery is \$53,784/year. These wages reflect an hourly rate of \$25.86 to be used for those serving fewer (or more) than 40 hours a week. Under the Commissioned Pastor policy of the Presbytery, Commissioned Pastors are entitled to at least 80% of the Presbytery's minimums.**

CPM recommends that congregations increase their pastor's terms of call by 6-8% in light of the significant increase of cost of living projected by COLA for 2023, this includes prayerful consideration of merit and term of service increases. CPM always recommends that Sessions consider time in service and the local cost of living as part of salary package. A pastor should be paid enough to live in the community they serve. The minimum salary is a starting salary.

Please see the pastoral personnel policies, which include these additional minimums for all pastoral positions:

Vacation: four weeks, including four Sundays

Study Leave: two weeks, including two Sundays

In addition, the following minimums apply for those serving more than 20 hours a week. These minimums are prorated for those serving 20 or fewer hours a week.

Continuing Education: \$2,000

Professional Expenses: \$500

The Presbytery is very cognizant that church budgets are tight. The Commission on Pastoral Ministry is available to help lead a conversation on other ways of compensating pastors when budgets do not allow for more than just a cost of living increase.